aft UC-AFT PERSPECTIVE
UNIVERSITY COUNCIL-AFT/CALIFORNIA FEDERATION OF TEACHERS, AFT/AFL-CIO • VOLUME 15, NUMBER 2 • WINTER 2003

Lecturers work for change

From visits with officials in Sacramento, to continuing efforts at the bargaining table, to stories on public television's *NewsHour with Jim Lehrer*, UC lecturers make their voices heard

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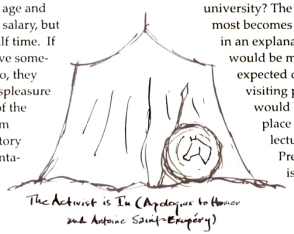
Kevin Roddy, UC-AFT President

AT ISSUE: Bargaining and membership

A disagreement persists among the members of the Unit 18 lecturers' bargaining team concerning inviting lecturers to sit in: there are some who say it would be instructive, and there are others who say it would be cruel and unusual punishment. I hold with the second, because lecturers are used to the cruel and unusual, but especially because these sessions have to be experienced to be believed.

The administration's team is, as one might imagine, both passive and extremely well paid. My counterpart from Davis is half my age and makes twice my salary, but then I'm only half time. If they actually have something better to do, they indicate their displeasure by noting little of the proceedings. I am reminded of factory workers who fantasize their days away while caught in boring, repetitive jobs. There is a certain sad idiocy about this.



We on the bargaining team are often asked why this has taken so long: although not quite the ten years of the *Iliad*, the nearly three years of bargaining seem just as protracted and – to all appearances – inconclusive. We explain that, in opening the entire contract, we sought to transform the way the university treats lecturers; this objective has required imagination and creativity on both sides, and we have discovered that labor relations personnel appear not to have been hired with those virtues in mind. We are told, again and again, that "The University" reserves all sorts of rights and privileges that make it impossible to retain and reward lecturers on merit alone. We are told that we are "at will" (as administrators are supposed to be but are not). We are told that we are not employees in any real sense. I wish all four thousand lecturers had been there to hear that.

Neither, apparently, are we, along with librarians, in a union that Labor Relations is prepared to understand. Our request for Principal Investigator status on grants of our own devising is entirely foreign to them: why would anybody want to go to all that trouble, why would anybody want to obtain money when 45% of it is returned to the university? The discussion almost becomes comic at times: in an explanation of what would be meant by an "unexpected distinguished visiting professor" who would be able to displace a long-term lecturer, former Vice President Al Gore is cited; if in the future we are bound by the bargaining notes, any one of you might be replaced by unexpected distinguished Visiting Professor Albert Gore, but only by him.

It has been reported that the strikes over last year rattled the administration; I think we can safely say theirs is a shame-based, not a guilt-based, society. And there have been a few unguarded comments that show that we made a palpable hit. They certainly are worried about another strike, especially one involving the broad coalition as occurred last fall. But the upper UCOP bureaucracy doesn't employ the guillotine, and their team remains impassive and overpaid.

They can safely retain their composure because if there is one element in their diet that they relish, it is numbers, raw, crunched, cooked (like their estimation that lecturers make a "weighted"

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On the cover: *At a California Federation of Teachers-sponsored welcome to new legislators on January 28 in Sacramento, Governor Gray Davis listens to (left to right) Berkeley lecturer Jim Stockinger; Davis lecturer Carl Klarner; Bob Gill, Chair of the Academic Affairs Commission, Associated Students of the University of California, Davis. The governor met a number of lecturers, students and UC-AFT staff from the University of California, and in his remarks he included them in his praise of, and stated commitment to, the academic profession. (John Decker, photo)*

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Lecturers' bargaining update

UC-AFT bargaining team seeks real change, improved conditions

by Mike Rotkin, Unit 18 bargaining team

As you may have gathered by reading our President's Message [page 2], bargaining is not zooming forward at an accelerated pace. The next mediation sessions with UC are scheduled for February 25 and 26, as this issue goes to press.

The team has been busy working on written proposals on several major issues outstanding in bargaining, including job security (which includes appointments and layoff) and workload. We are expecting at the upcoming sessions a new UC proposal for the article on discipline and dismissal. And we are continuing to discuss our approach to salary, merit, grievance, and arbitration. There are a number of additional, important, but less critical articles as well.

Post-six still at issue

The administration appears to have withdrawn their illegal ultimatum of last fall. Currently, discussion continues on a number of important issues. Their latest proposals indicate a willingness to provide some real job protection for post-six-year lecturers and at least consider some very minimal protections for pre-six-year lecturers – essentially an abstract agreement to not employ policies or practices which would automatically "churn" lecturers before they get to sixth-year review. Our bargaining team's task is to craft language making such abstract assurances meaningful and enforceable.

"Lecturers don't have positions, the way faculty and secretaries have positions; they have classes." – *Gayle Cieszkiewicz, UC's chief negotiator, at the bargaining table*

The university, however, has made it very clear that they will not accept language implying that a pre-six-year lecturer has an automatic right to a renewed appointment and thus is on track for a continuing appointment. While we have conceded that the university has the right to replace pre-six-year lecturers for a variety of academic and institutional reasons, it is critical that we not allow the university or any of its programs or campuses to essentially block all access by lecturers to post-six-year appointments. This would render the hard-won concept of secure continuing appointments meaningless.

While we firmly believe that all lecturers should receive serious consideration for reappointment based solely on their performance, we understand that the university is simply not prepared to accept such an approach at this time. They have made their desire to treat all pre-six-year lecturers as "at will" employees abundantly clear and assert that they have the unfettered right to do so currently.

Michael Eigenscher photo

Mobilization is vital for a strong contract: UCSC lecturers and their supporters on the picketline last fall.

Unfortunately, neither a sense of justice nor even an ostensible university concern for providing the best possible education for students at UC will determine the outcome of this issue. Instead, the bargaining team's approach to this issue is dictated by our union's current organizational strength and other political realities. We will not, however, sign a contract that excludes incumbent pre-six-year lecturers from consideration simply because they have more teaching experience than other candidates.

In the area of contract enforceability, we believe that the two parties are close to agreement on the grievance article. Our team is working hard to craft language with respect to arbitration that will provide for the real and significant third-party review necessary in any real labor contract. But the university administration continues to insist that the arbitrators not "substitute their judgment" for that of academics with respect to various academic qualification issues. Meeting both their and our concerns is probably a necessity if we are to agree to a contract at this point, but it leaves both teams walking a very fine line indeed. Here too, the administration's arrogance in insisting that it not be subject to the kind of arbitration that characterizes virtually every modern labor agreement is frustrating, but the relative strength of our union dictates that we find a principled and meaningful, if less than fully satisfying, resolution of this issue.

Refocused salary proposal

Despite the current economic crisis in California and UC's budget problems, the university continues to have funds for instruction. So we have not withdrawn our salary proposals. However, our understanding of public perceptions of an economic crisis has moved us toward an increased focus on re-establishing the kind of parity with Senate faculty salaries that existed before 1996. This might mean that the administration could pay us less than we believe we deserve while the crisis exists, but that

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MLA Delegate Assembly supports UC Davis lecturers

by Michelle Squitieri, UC-AFT field representative & former UCD lecturer

I went to the Modern Language Association convention last December, but although I had just lost my teaching job at UC Davis, along with my husband and five other lecturer colleagues, I wasn't there to find a job. Since I'm now working for the union, I'm free to be another kind of educator, and I had a very different agenda.

At this convention, attended by many thousands of language and literature faculty and job candidates, the MLA Delegate Assembly passed the following resolution:

Whereas the MLA opposes exploitation of non-tenure-track faculty;

Whereas UC Davis, under a plan that is supposed to convert non-tenure-track faculty lines to tenure-track faculty lines, is not renewing probationary lecturers while hiring new lecturers on terminal contracts, thereby weakening a category of long-term non-tenure-track faculty who have some job security and due process protections;

Be it resolved that the MLA urges UC Davis to resist creating new, less secure tiers of contingent faculty and to ensure due-process protections for all their faculty;

Be it further resolved that the MLA opposes similar trends elsewhere.

The resolution will now go to the MLA Executive Committee; if they pass it, the membership will vote on it.

Whatever the results of that vote, this resolution is raising awareness about the abuse of non-tenure faculty positions. An earlier draft of the proposed resolution appeared on the first page of an addendum to the convention program that was available to everyone when they registered (thousands of academic professionals). At a pre-hearing the day before the Delegate Assembly (DA) meeting, the Delegate Assembly Organizing Committee (DAOC) members, mostly Senate faculty at their own institutions, asked me numerous questions. They were clearly concerned and sympathetic. They said they had read the entire, inch-and-a-half thick collection of documents supporting the proposed resolution and they had spent more time discussing it than they had ever spent on a resolution before. These DAOC members wondered why, if the lecturers were being replaced by Senate faculty, the new Senate faculty positions were not available to the terminated lecturers. I explained:

1) that the UC Davis lecturers in languages and writing were replaced, not by Senate faculty but by new, more temporary post-doctoral lecturers;

2) that the new Senate faculty positions were in different fields from those in which the lecturers were terminated; and

3) that the criteria for the few Senate faculty positions in areas where the lecturers taught were designed in a way that excluded lecturers.

At the DA meeting the next day, the DAOC recommended passage of the resolution. UCD Chancellor Larry Vanderhoef had written a letter opposing the resolution which was distributed, with selected documents supporting the resolution, to the entire Delegate Assembly. Dean Elizabeth Langland attended and urged delegates to vote down the resolution. She denied that the charges were accurate, defended her policy as responsible, and claimed that the UC Davis administration had tried to assist the terminated lecturers in finding new jobs. (If so, they didn't tell us about it.) Other speakers included a UC-AFT lecturers' bargaining team member, who explained how these terminations pertained to UC's bargaining position; a former UCD post-doc, who said he was ashamed of the institution that gave him his degree; and myself, wife of a terminated at-six lecturer who was not renewed by the English Department after 3 years, presumably because of my own work opposing the policy.

The last person to speak in favor of this resolution, Greg Meyerson, read aloud the following paragraph from a draft policy document in which Dean Langland tried to justify replacing continuing lecturers with post-doctoral (2-year terminal) lecturers in the writing program:

"How do post-doctoral appointments differ from lecturer appointments? Although they are currently appointed in the same title code, post-docs differ substantially from lecturers in concept. 'Post-docs' are recent graduates (usually within one year of the PhD) who are in time-limited positions. They are on their way to tenure-track positions elsewhere, and, thus, essentially enhance the research faculty. They are more equivalent to our junior faculty in whom we invest, and they give us, in turn, excellent teaching."

Hope Stewart photo

Lecturer John Stenzel, on strike at UC Davis last fall, with his son Alex.

Greg pointed out the derogatory and discriminatory implications of these comments about UC lecturers. (I should mention that two of the terminated lecturers were former UC Davis post-docs.)

Thanks to Greg Meyerson, Leo Parascondola, and Michael Bennett of the MLA's Radical Caucus for proposing this resolution, and to caucus chair Barbara Foley and other caucus members for supporting it.

I want to encourage other UC lecturers to attend professional conferences in their disciplines and speak up about how the increasing reliance on contingent faculty positions and the exploitive treatment of those faculty is hurting our profession, our institutions, and our students. These meetings are an appropriate place to address these issues, and sometimes, we find support in unexpected places.

Lecturers' update

(continued from page 3)

we would "catch up" along with our Senate colleagues when the crisis passes. This by no means implies that we have abandoned all of our other economic demands, but we have shifted our emphasis. It is worth noting that the state of California already paid for a retroactive pay increase of three or four percent for all of our members. Consequently, we believe that the university is morally and legally bound to deliver that part of our salary proposal as a starting point for further discussions.

In the area of workload, we are seeking a contract that at least begins to address some of the very serious workload abuses that exist on several of our campuses – especially in the area of writing and languages – while we engage the academic community in a detailed analysis of the status quo and a discussion which leads to the development of sound and equitable parameters for lecturer workload. We also hope to insure that, at least, things do not get worse in the face of increasing enrollment and decreasing resources while we are trying to address this issue.

Contact your bargainers

Unfortunately, an article in the *Perspective* is probably not the best place for a complete discussion of everything under consideration by the UC-AFT Unit 18 bargaining team, but we do want to make clear that we are available to answer questions and receive your input about the ongoing bargaining process. Listed below are the members of the Unit 18 bargaining team and a way to contact each of us. We are prepared to visit campuses and talk about the process and the issues or to answer your individual questions by phone or email.

Above all, please understand that our ability to negotiate meaningful improvements in our terms and conditions of employment depends much less upon our cleverness at the bargaining table than upon the ability of lecturers on each and every one of the UC campuses to get organized and find ways to express your support for our goals. Membership recruitment, organizational involvement, a willingness to act politically, solidarity with other unions on campus and the community, and a commitment to speak out and make your needs known will, in the end, determine the kind of contract that will govern your future.

Bargaining contacts: Chief Negotiator Rebecca Rhine <rebrhine@aol.com> • Kevin Roddy, Davis <kroddy@wheel.dcn.davis.ca.us> (530) 757-7345 (h) • Rob Hennig, Los Angeles <rahennig@ix.netcom.com> (310) 289-1299 (h) • Bob Samuels, Santa Barbara & Los Angeles <bobsamuels_us@yahoo.com>, (805) 884-1842 (h) • Linette Davis, Irvine <lkdavis35@earthlink.net, (562) 439-9566 (h) • Mike Rotkin, Santa Cruz <mailin@cruzio.com>, (831) 423-4219 (h) • Arlen Appleford, Riverside <aappleford@aol.com>, (909) 686-1632 (h) • Alan Karras, Berkeley <alk61@aol.com> • Sean Brooke, executive director <sbrooke@uc-aft.org>, (510) 832-8812 (w) • Jeremy Elkins, consultant, <jnelkins@hotmail.com>.

Librarians' update

A table for two? Or twenty?

By Miki Goral, Unit 17 chief negotiator

This spring, it's time for the librarians (Unit 17) to return to the bargaining table. This means that we will have the opportunity to negotiate improvements for our contract. This article's title refers to the two parties who will meet: the UC-AFT librarian bargaining team (see below) and the University of California. Since each side has a large membership, we probably do need a table for twenty. Any member of the bargaining unit may attend the bargaining sessions, and we invite you to do so.

All the librarians in the bargaining unit were sent a survey to ascertain the issues of most concern. With a 22% return rate, we believe we have a good idea of the concerns of UC librarians. The thoughtful comments that accompanied many of the questions, as well as the actual responses, are very helpful as the bargaining team considers what proposals to develop. We hope to have a creative, successful set of negotiations, and will keep you informed as the process proceeds.

We are pleased to welcome a number of new faces to bargaining this year. They bring fresh energy and a broader perspective to our deliberations. UC-AFT Executive Director Sean Brooke, who comes to us with years of experience in labor-management relations, will be our "expert advisor" at the table. We look forward to working with him.

The bargaining team – Greg Careaga (UCSC), Lincoln Cushing (UCB), Ken Firestein (UCD), Anne Frank (UCI), Eunice Schroeder (UCSB), Lise Snyder (UCLA), Michael Yonezawa (UCR), Miki Goral (UCLA, chief negotiator), Sean Brooke, (UC-AFT executive director) – welcomes any questions or comments from Unit 17 members.

I can't get no respect!

Librarians across the UC system report that in major and minor ways they are being disrespected or ignored when it comes to their role as advisors to "the [UC] Office of the President, the campus administration, and the library administration on the planning, evaluation, and implementation of programs, services, or technological changes in the libraries of the University" (LAUC Bylaws). While the term "disrespect" may appear harsh, it is the language used to self-describe the feelings of many experienced, knowledgeable librarians whose expertise and desire to contribute is being slighted. The result has been that the changes introduced in terms of services and/or technology do not provide improvements to the functioning of libraries. This is an issue that needs to be addressed and the union is an appropriate venue. If you agree with this perception, please let us know.

Berkeley's chancellor excludes NSF and librarians from committee

On January 31, Chancellor Robert Berdahl wrote the Berkeley campus community to announce the formation of a "Budget Advisory Committee" to advise the Executive Budget Steering Committee on how the campus will deal with the current budgetary crisis. The committee, said the chancellor, "will include members from the Senate faculty, staff, and the student body, encouraging campus-wide participation." As usual, the non-Senate faculty (lecturers) and librarians are missing from this list.

This should hardly surprise anyone, based on UC's record, but lecturers and librarians system-wide should remember that the funds from which we are paid are among the only substantial pools of money which can be easily diverted to other areas. Lecturers are paid from TAS (Temporary Academic Staff) funds; library budgets are always among the first to feel the budget-slasher's knife. The constitution of this committee is not "encouraging" and does not represent "campus-wide participation" as long as the individuals who do as much of 50% of the teaching and provide many essential library services are not represented.

And yet, says the chancellor, "Our process will be expeditious and transparent." I wonder why the view is blocked for non-Senate faculty and librarians. A similar process is likely underway at each UC campus. At Berkeley, we're responding to the chancellor's message with a public letter of protest. We hope to hear from our colleagues about how administrators are handling this on other UC campuses.

You may access the chancellor's entire message at <www.berkeley.edu/news/media/releases/2003/01/31_budget.html>. – *Kathryn A. Klar*

Join the soup line at UCSB

In late February, we participated with our fellow unions in a Depression-era style soup line to help raise awareness about the current "state of the unions" at UCSB. Lecturers' Unit 18 continues to do what it can to bring positive pressure to the lengthy negotiations process. Bob Williams (Art History), one of our advocates, continues to reach out to Senate members, and is currently working on a resolution he hopes to have the UCSB Academic Senate adopt.

Librarians' Unit 17 has chosen a new bargaining team member, Eunice Schroeder (Music Library), to represent UCSB during the next round of bargaining. Welcome Eunice! Librarians from around the state met prior to January's UC-AFT council meeting to plan and discuss the surveys, which were used to gather information on what kinds of contract issues librarians would like to see addressed. – *Allegra Heidelinde*

Mike Davis joins UC Irvine union, anti-war coalition

At UC Irvine, in conservative Orange County, membership is up since last fall's strike. More than 75 new members enrolled following the successful two-day October walk-out, where TAs from the Student Workers Union/UAW joined lecturers and librarians on the picket line and also walked out in significant numbers.

The increase in union activism attracted the attention of renowned radical historian Mike Davis, who happens, serendipitously, to be teaching at UCI for the year.

Davis, an internationally celebrated writer and labor scholar, recently joined a union peace and justice coalition which seeks to develop a pro-union culture on campus. Davis, who authored the seminal Los Angeles studies *City of Quartz* and *Ecology of Fear*, joined UC-AFT president Kevin Roddy in an evening devoted to bringing together staff, students, community members and unionists.

Seventy-five viewed "Occupation," a documentary on the Harvard janitors' strike, following an update on contract negotiations from Roddy. Attendees joined a discussion on the state's budget cuts and proposed fee increase. Future coalition-building events are planned, including events in support of the Coalition of Immokalee Workers (a farm-worker group) and student/faculty anti-Iraq war organizing. – *Andrew Tovkovich*

UCSC local restructures

As we enter the new year, Santa Cruz AFT Local 2199 has been working to restructure our organization to make it a more effective vehicle for carrying out the will of our members. We held formal elections for a Representative Collective and chose officers to help lead the local.

Among the new leaders are Mike Rotkin, president and Chuck Atkinson, chair/coordinator. Also filled were the positions of membership coordinator, treasurer, web master, library representative, State Council representatives, and seven at-large collective members. Librarians also elected Greg Careage to serve on the Unit 17 bargaining team.

Those chosen to be on the new Representative Collective were mainly drawn from the broad pool of leadership who helped to organize and carry out the highly effective two-day strike at UCSC last October. The local is beginning to gear up member participation in a new round of UC-wide labor actions on February 26 and more serious, multi-union job actions in the spring.

One of the most exciting activities planned at UCSC is an event spearheaded by the Students for Labor Solidarity: **the First Annual University of California Organizing Institute,** Saturday, April 26, and Sunday, April 27, at UC Santa Cruz. The conference will bring together approximately 150 participants representing all nine UC campuses to build a strong UC labor movement, share in our previous victories, and strategize future collective actions. The program includes keynote speakers, presentations by individual campus unions, student groups, and campus coalitions. Workshops and discussion groups will be run by the participants. For more information, contact Students for Labor Solidarity at (831) 429-8164. – *Roxi Hamilton*

Fred Glass, photo

CFT joins global demonstrations for peace. Heading up the educators' contingent in the enormous San Francisco peace march on February 16, CFT members, including President Mary Bergan (center, holding banner), protest attacks on civil liberties and spending tax dollars on war instead of funding education and social services.

Senate faculty at UC Santa Cruz have also taken a stand for peace. On February 19, that campus' Academic Senate voted unanimously to oppose a unilateral US war against Iraq.

Strength in coalition: UC unions working together

The statewide officers of all the UC unions continue to meet and to confer on a regular basis, in recognition that we have a supportive role for each other, and we need to coordinate our strategies and our activities.

Besides UC-AFT, the participating unions are the Coalition of University Employees (representing clericals); the United Auto Workers (representing graduate students); the American Federation of State, County and Municipal Employees (representing service workers); University Professional and Technical Employees-Communications Workers of America (representing techs, researchers and health care workers); and the California Nurses Association.

Each of these unions brings to the coalition its own special strength; all are dedicated to making the University of California a better place to work, to learn, and to teach.

We are not, then, united in our detestation of the university administration, as unfair as it has been in bargaining and labor relations in general. Rather we are joined by a common vision of what this public-service institution could be: dedicated to the people of California, a superior resource for knowledge and research, and a moral beacon to the world. – *Kevin Roddy*

In Memoriam: Shirley Kennedy

Dr. Shirley Kennedy, UCSB alumna and lecturer, died Monday January 20, 2003 of complications associated with cancer at Goleta Valley Cottage Hospital. She was 76.

Kennedy earned her bachelor's degree from UCSB in 1970 and her master's degree in political science in 1972 while working as an academic adviser in the College of Letters and Science. In 1971 she founded the Black Cultural Festival to bring art, plays, films and lectures to UCSB. Kennedy was the acting director for the Center for Black Studies from 1982 to 1983, and in 1986 she earned her PhD at Claremont Graduate School and became a lecturer in the Black Studies Department in 1987.

Shirley Kennedy

In 1999, Kennedy became one of the founding co-chairs of Santa Barbara's Building Bridges Community Coalition, a group dedicated to promoting tolerance and celebrating diversity through collaborative community projects, including bringing a former slave ship-turned-museum to Santa Barbara for an exhibit entitled "A Slave Ship Speaks: the Wreck of the Henrietta Marie."

She received a faculty award from UCSB's Black Student Union in 1994, an "Unsung Heroine" award from the UCSB Professional Women's Association in 1998, and an Outstanding Faculty award from the Residence Halls Association in 1999.

In 1988, she received the Santa Barbara Independent's Local Heroes award, and in 2002 the Santa Barbara News-Press's lifetime achievement award.

Co-workers remember her as a knowledgeable, tireless and motivating teacher. She will be greatly missed in the university, especially in Black Studies and Political Science where she taught. – *Allegra Heidelinde*

Fighting UC's unfair labor practices

By Sean Brooke, UC-AFT executive director

Since the original contract between the university and the UC-AFT was signed in 1986, UC-AFT has aggressively responded to UC's violations of labor law (of which there has, unfortunately, been no shortage) in a variety of ways.

Our first approach is to try to resolve the issue informally. If that fails, we may take the problem to arbitration. However, much of the Unit 17 (librarians') and Unit 18 (lecturers') contracts are non-arbitrable, and many of the administration's violations fall outside the contract entirely. Currently, no Unit 18 issues are arbitrable because the contract has long been expired. When arbitration is not an option, UC-AFT may instead file an unfair labor practice (ULP) with the California Public Employment Relations Board (PERB).

Attorney Margot Rosenberg

UC-AFT is fortunate to receive top-notch advice and representation from Margot Rosenberg, a partner with the law firm of Leonard Carder, LLP. As a direct result of Margot's efforts, along with other attorneys and staff at Leonard Carder, we successfully advocate for those we represent.

During this past year, the university's many unfair labor practices have precipitated strikes and other concerted activities. Here are some of the many unfair practice charges we pursued last year.

We continue to challenge the UC Davis administration's decision to not review six-year lecturers in certain departments, despite a need for their courses. We have charged that this policy amounts to a unilateral repudiation of the appointment policy, preventing lecturers from attaining continuing appointments and resulting in termination of many excellent lecturers at UC Davis. Settlement discussions have failed, and we are slated to go to formal hearing in March. We are pursuing charges that certain departments at UC Riverside are making similar blanket decisions to cap service at 18 quarters and to refuse to review or renew six-year lecturers.

We are vigorously pursuing charges in support of one of our UC Davis lecturers whose contract, we charge, was not renewed because of her outspoken opposition to a new policy at UC Davis which prevents current pre-six lecturers from attaining post-six-year positions. Trial of these retaliation charges is set to commence in June.

During negotiations for a new contract, UC made two sets of severe changes in the health benefits package available to lecturers. The first, which became effective on January 1, 2002, included a 100% increase in most co-payments. The second, which became effective on January 1, 2003, included drastic changes to monthly premiums, and for the first time eliminated any fully employer-paid HMO option. These changes were made without bargaining with UC-AFT, and when the union demanded to bargain concerning the changes, UC refused. We filed charges, and PERB issued a complaint against the university alleging that both sets of changes were unlawfully made without affording UC-AFT an opportunity to bargain. Two days of trial were held in January, and four more days of trial are scheduled for the last week of February.

The union has charged that UC has violated its obligation to negotiate in good faith in collective bargaining negotiations, and has demonstrated to PERB that the university has no "objective intent" to reach a contract with UC-AFT. Included in this charge is evidence that UC has made illegal "take-it-or-leave-it" offers, has made regressive offers which move the parties father away from settlement, and is insisting on an illegal parking fee proposal. The union charges, in a separate matter, that three campuses illegally docked the pay of lecturers who participated in last year's strikes. These charges, as well at the university's charges that the union engaged in bad faith bargaining by striking pre-impasse, are awaiting the adjudication of similar charges to be litigated this May by the Coalition of University Employees (which represents clerical employees at UC).

We have taken on UC Riverside and UC Irvine for their failure to process grievances through the grievance procedure and their unilateral repudiation of that procedure. In early February, we reached agreement with UC Riverside to prevent arbitrary procedural roadblocks from delaying grievance processing.

In a number of charges, we allege that UC failed to provide the union with information which it needs to bargain, to enforce the contract or to investigate alleged unilateral changes in terms and conditions of employment. Most notably, through the PERB process, we convinced UC to change its data systems and to provide UC-AFT, and other UC unions, with current email addresses for Unit 17 and 18 members. Until we pressed the issue, UC was unable to provide current or complete email addresses for bargaining unit members, information which is critical for communicating with our members. All to often, we are required to file charges simply to receive information to which we are legally entitled.

Just recently, we were able to settle a charge at UC Berkeley to remedy a situation where campus officials misrepresented the union's ability to bargain interim changes in workload, and otherwise undermined the union's position.

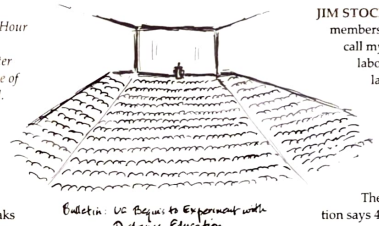
Another important case protests a unilateral change in the workweek and hours of work of librarians at the Irvine campus. Other charges on a variety of issues are in the works.

UC lecturer stars in Lehrer NewsHour's "Teachers Without Tenure"

University of California lecturers made it into the national news in January, as public television's NewsHour with Jim Lehrer investigated the conditions under which they work. Starring in the 20-minute segment was UC-AFT's own Jim Stockinger, a long-time Sociology lecturer at UC Berkeley (and who is also pictured on this issue's cover).

Below is an excerpt of the NewsHour transcript, including some of Stockinger's comments to reporter Spencer Michels, as well as those of UCB Chancellor Robert Berdahl. You can view the entire segment at <www.pbs.org/newshour/bb/education/jan-june03/tenure_1-8.html>.

SPENCER MICHELS: He speaks five languages and holds a PhD in sociology from the university. But in 22 years he has never taught full-time. Such college teaching jobs in his field are scarce, and tenure, a lifetime appointment at a college, has become more difficult than ever to secure. On the Berkeley campus, he teaches an upper division course on the history of social theory. The course he teaches counts as one-third of a full teaching load, so he earns one-third of $35,000 a year, about $12,000, and at one point was making less than his teaching assistants were. Stockinger says part-time lecturers, or adjunct professors, as they're sometimes called, get little respect from the university.



JIM STOCKINGER: Part-time faculty members, lecturers such as myself – I call myself an intellectual migrant laborer – are playing a larger and larger role in that process.

SPENCER MICHELS: To make ends meet, Stockinger also drives 100 miles once a week to teach at Sonoma State University. The US Department of Education says 43 percent of college and university faculty nationwide teach part-

(continued on page 10)

Bargaining and membership *(continued from page 2)*

average of $43,081), and scrambled. They know that, by claiming that lecturers teach "25-30 percent of all UC classes (undergraduate and graduate combined)," they can minimize our importance, even while claiming that we "are responsible for a significant amount of teaching at UC" (the source for these numbers and citations is a file called "Facts about UC lecturers" found at <atyourservice.ucop.edu/employees/policies/labor_relations/index.html>. They know to the penny what the average pre-six lecturer actually makes, a little over $37,000, so their "generous" movement from the previous contract's $28,000 base salary to $37,000 represents a careful calculation, not a whopping 32% gift.

And, tragically, they know that our membership stands at about one-third of those that we represent. Many of you believe that you are already members of the union because you pay a certain sum each month, called "agency fee" by them and "fair share" by us. This sum permits us to bargain in your name, to fly congested planes to places unknown to God to face the impassive and the fantastic. But in fact, the only way to become a member of the union is to choose to become one; the cost is absolutely identical. Membership will allow you to vote on the contract when it emerges, to vote on me if you like. And, of course, it might move you closer to leadership and your own taste of bargaining.

The California Nurses Association, a participant in our UC coalition, has a membership approaching 90%; that number alone obtained the CNA a beautiful contract last year, full of the recognition that we all deserve. Nurses, you might say, are different: no profitable facility depends on us, human life is not at issue. But the human mind is, and the human heart. And the facility is the campus itself.

The administration has, over the last thirty years, depended on the individuality and independence of all faculty, Senate and lecturer alike, to erode the ideals of shared governance and excellence in teaching. We can be certain that, from their point of view, the university needed their help in coping with the complexities of law and capitalism. Along the way arose issues of profitability and corporatization (without the guillotine, of course). And the student devolved from client to consumer to employee.

The great gap between this thinking and our own is painful and obvious to all of us; we may not be able to close it, but we can reassert our vision, that teaching matters. But this will not occur in our classes and at our desks, it will occur only when there is concerted action, when we deny ourselves our cherished independence and come together. The administration has try to insure that we will hang in our positions, separately; our challenge is to come together, united by our common cause: the great work of teaching at a great university.

Lehrer NewsHour on PBS:

Teachers without tenure

(continued from page 9)

time, up sharply in the last two decades. Many of those travel from one campus to another, working out of their cars, so-called "freeway flyers" or "road scholars."

SPENCER MICHELS: Chancellor Robert Berdahl at UC Berkeley says that saving money is not the only reason to hire temporary teachers. Many bring life and work experiences to the classroom.

ROBERT BERDAHL: We have people who are professional practitioners, who come in as lecturers and teach part-time: lawyers, social workers. They teach composition courses; they teach classes in what we would call obscure languages.

SPENCER MICHELS: Berdahl says the university tries to act fairly with part-time teachers.

ROBERT BERDAHL: We try to make certain that their life isn't bad, and... and I hope that it isn't.

SPENCER MICHELS: Part-time teachers at Berkeley struck briefly at the beginning of the school year, joining striking clerical workers. The lecturers say the university doesn't deal with them honestly.

JIM STOCKINGER [*tape of his speech during last fall's strike*]: Clerical workers and lecturers supporting each other... [*cheers from the crowd*] students supporting the lecturers and the clerical workers.

SPENCER MICHELS: The issues for the lecturers: job security, wages, benefits and respect for the part-timers. A few weeks later, lecturers at five other University of California campuses struck for two days while administrators and union officials tried unsuccessfully to negotiate a new contract. Chancellor Berdahl says most part-timers are satisfied and those who complain are in the minority.

ROBERT BERDAHL: In many cases these are... are people who had hoped for and expected to get or are waiting for tenure-track positions at universities. And so there is a certain frustration that is borne of their...of the status of their careers that they're at. And...and...and that obviously is reflected in some cases in their attitudes towards where they're working.

Marching with Miranda

by David Starkey, UCSB lecturer

The neighborhood I grew up in, on the northeast side of Sacramento, was union country. On my street lived truck drivers, airplane mechanics, grocery clerks, carpenters, cement masons. As public school teachers, my parents were among the few white-collar workers, but they, too, were union members.

Miranda and David Starkey

Like the other kids I played with, I assumed that, on the whole, labor unions were a good thing, though I don't suppose we ever spent much time discussing the subject. It was simply a given of our daily life.

However, the older I got, the less likely it seemed to me that I would ever join a union. I wanted to be a writer, an academic. I imagined myself hunched over my typewriter, living in a world of ideas, not welding pipe or delivering packages.

And for years I slowly climbed toward my dream, a full-time teaching job here, a tenure-track job there, then, finally, tenure. As an associate professor at a fairly exclusive private college in the Midwest, I rarely thought about the role of unions, even in academia. I was too busy thinking about my next publication.

Then I fell in love with a woman in Santa Barbara, quit my job and all the protections it provided, and reentered the labor force as a lecturer at UCSB.

My wife and I also had a daughter, whom we named Miranda.

Last October, when UC lecturers and clerical workers went on strike, I decided to bring Miranda, who's now a year-and-a-half old, with me to the picket line. I guessed, correctly, that she'd have fun running around, joining in the activity. Her favorite part of the strike was the candy; her least favorite part was the plastic bottle of coins I shook as a noisemaker. I don't expect Miranda to remember the things we did – marching, chanting, passing out leaflets, talking to passersby. But who knows? When she's older, I'm sure we'll talk about the strike, and I'll want her to know why we were there.

I'll tell her that there is no certainty in the working world. Your career outlook can change in a moment. The hard-won security offered by unions, that seems irrelevant to you now, may prove essential later on. The rigid hierarchy that gives you status one day may insist on your subservience the next.

I'll say that no job, done well, is beneath dignity, that it's essential to stand up for your rights as a worker when you feel those rights are being dishonored.

And I'll let her know about the street I grew up on, and the solidarity I suddenly felt with my old neighbors: people who fought for the chance to make a decent living for themselves and their families, people who – when necessary – carried picket signs and marched.

Albert Einstein, charter member of AFT Local 552, Princeton University, comments in 1938 on why he joined the union.

"I consider it important, indeed, urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."

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UC-AFT dues are 1.096% of gross monthly salary for librarians and non-Senate faculty who do have exclusive representation. Dues are .996% of gross monthly salary for Academic Senate faculty and academic researchers who do not have exclusive representation. In either case, dues are capped at $48.80 per month. Dues will be deducted each month from your payroll check. Dues paid to UC-AFT may not be tax-deductible for federal tax purposes; however, under limited circumstances, dues may qualify as a business deduction. Check with your tax consultant.

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TITLE AT U.C.	INITIATION FEES			
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	TOTAL			

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The University will remit the amount deducted to the official designated by the organization.
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Be a delegate

Plans underway for 61st annual CFT Convention in San Francisco

Hotel arrangements are being made, menus are being planned, speakers are confirming and workshops are in the works. Will you be there?

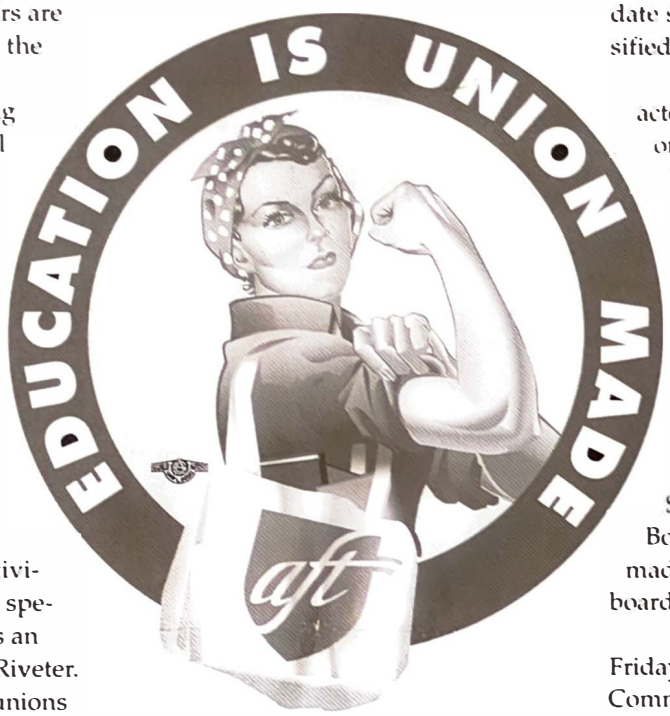
All members in good standing are eligible to represent their local unions at the 61st annual CFT Convention, March 21-23 at the Hilton Hotel in San Francisco.

If you're interested in being a delegate to the convention, the first step is to let your local leaders know you'd like to run for election. All delegates must be elected and reported to the CFT by March 7.

The theme of the convention, "Education is Union Made," will be reflected in workshops and activities at the convention. This year's specially commissioned logo features an educationally-directed Rosie the Riveter.

To build on the theme, local unions are asked to bring banners, signs and other mementos of their activities for display at the convention.

More than 30 workshops will be offered Friday and Saturday afternoons, including Putting Together a Local Lobbying Program, Tips and Tricks for Union Communicators, and Legal Update sessions tailored to EC/K–12, classified and higher education members.



CFT CONVENTION
MARCH 21-23
SAN FRANCISCO

Resolutions will be debated and acted on at the convention, including one authored by UC-AFT member Rob Hennig, a lecturer at UCLA. It calls upon the governor to appoint a "labor regent," who would be "willing to stand up to the administration, ask questions and hold the university accountable for its actions," according to Hennig. There is some precedent: a labor representative sits on the California State University's Governing Board, and, says Hennig, that has made a "huge difference" in that board's positions on labor-related issues.

The convention convenes at 10 a.m. Friday, March 21, in plenary session. The Communications Awards will be presented on Friday; the Ben Rust Award – CFT's most prestigious award for leadership in education, politics and trade union activism – will be presented Saturday, as will the Women in Education Award. Saturday evening, delegates will be free to explore San Francisco.

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